

Do you know how good your people really are?

Do you have a consistent way to assess the competencies of the people in your business? Do you know what 'good' looks like and what could be achieved by bridging the competence gaps?

Whether you are assessing Project Managers, Service Desk staff, Business Analysts or even embedding the SFIA (Skills For the Information Age) framework, QA has the tools and experts to support you from the very first steps right through to implementing a targeted training programme.

We help to define 'what good looks like' in your organisation for each role and use that benchmark to create an online assessment solution that you can roll out to 10 or 10,000 staff using our COMPASS competency assessment tool.

compass.qa.com

transforming performance
through learning



Competency assessment made easy

You can improve individual and organisational performance with a well-designed, well-managed and well-evaluated assessment-led learning programme that identifies specific competence gaps and fills them.

Workplace assessments often present a number of challenges; such as gaining acceptance from staff and incorporating them as part of an annual development programme. The benefits, however, are significant:

- Find out what skills you actually have in your organisation.
- Benchmark individuals, teams and groups.
- Provide structured career progression.
- Identify the right skills for new roles.
- Plan for succession and growth.
- Target development activities to save time and money.

“Working closely with QA, the Academy incorporates an online competency-based profiling system, COMPASS, which maps an individual’s knowledge and experience to the APM Competency Framework, enabling a bespoke development plan to be created, supporting that individual in his or her continued professional development as an Academy Member.”

QinetiQ

“The assessment really got people to think about their development. They could see their strengths and areas for development, which in turn gives us overall trends, helping to focus our L&D in those areas.”

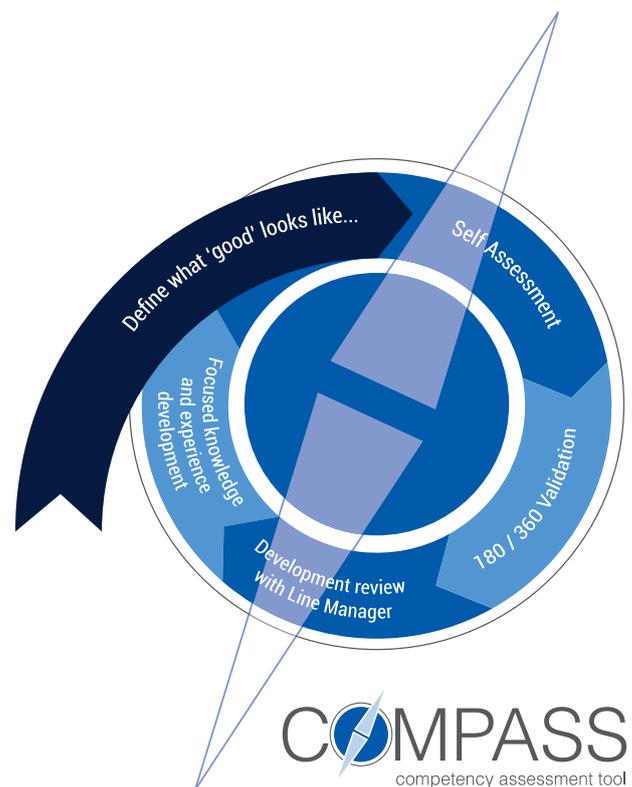
Sangita Chopra
Professional Development
Manager, British Airways

At QA we believe that assessment-led learning programmes should start with defining each role so it reflects your view of what ‘good’ looks like in your organisation.

Rolling out a self-assessment programme is the next step, and validating the individual self-assessment scores using a 180/360 degree assessment approach - i.e. having the Line Manager and/or direct reports and peers providing assessments – is a proven way of ensuring consistency and accuracy.

This approach provides a valuable consolidated assessment report that facilitates a meaningful discussion with the Line Manager.

It is the output of this discussion that defines the individual learning plan for the coming period.



COMPASS
competency assessment tool

Contact us on **0845 757 3888** to find out how we can help you design, deliver and evaluate your development programme.

The right tool for the job

COMPASS is short for competency assessment tool and is QA's cloud-based solution to support assessment-led learning programmes and annual development planning. It provides a simple way of capturing and analysing self, 180 and 360 assessments.

COMPASS has a user-friendly interface that makes completing the assessment simple and quick, with on-screen prompts and an intuitive navigation. Staff can provide narrative evidence to support their score and being able to copy a previous assessment means that staff can keep their scores and evidence up to date all year round and not just at appraisal time. Managers also have the advantage of being able to assess in Summary Mode that allows quick and easy appraisal of staff.

The interface can be branded to allow an organisation to tailor the look and feel and with over 15 years experience in designing and deploying assessment-led learning programmes around the world, you can be assured of a solution that will deliver the right results.



What's in it for us? For organisations

- Easily deploy an online competence assessment tool based on internationally recognised standards and your own definition of what good looks like for each role.
- Validate the self-assessments with 180 and 360 assessments from Line Managers, and up to 4 direct reports and peers.
- Generate group reports to understand wider learning and development needs.
- Use COMPASS as part of the annual appraisal process to facilitate meaningful discussions and motivate and encourage career progression.
- Provide your teams with a modular framework to deliver knowledge and experience.
- Brand and customise the portal to provide a professional solution or support your corporate academy.

What's in it for me? For individuals

- Assess your own competence against internationally recognised standards so you can benchmark your knowledge and experience.
- Choose your existing role to see how you compare, allowing you fill the gaps in your knowledge and experience.
- Or choose an aspirational role to see what learning and development is required, enabling you to start to plan your own career development.
- Include up to 2,000 characters of evidence to support your score.
- Get a comprehensive PDF report showing your results and a tailored learning plan highlighting the knowledge and experience areas you need to develop.



10 tips for making your assessment programme work

- 1 Benchmark**
Set the standards and put a stake in the ground
- 2 Pilot**
Don't try and rule the world!
- 3 Plan the outcomes**
Structure support and next steps before you start
- 4 Individual appeal**
What's in it for me? Make it worthwhile
- 5 Limit the time to complete**
Nothing focuses the mind like the last minute
- 6 Mandate**
If people can avoid doing it they will
- 7 Communicate effectively**
Don't assume!
- 8 Group development**
Build learning activities around groups
- 9 Measure benefits**
Not just to the individual but at organisational level
- 10 Market success**
People like to be part of something successful

Contact QA

0845 757 3888
info@qa.com

Follow QA

www.qa.com/Twitter
www.qa.com/Facebook
www.qa.com/LinkedIn